

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

KANABEC COUNTY

Employer

and

Case 18-WH-179104

**LAW ENFORCEMENT LABOR
SERVICES, INC.**

Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On June 27, 2016, Law Enforcement Labor Services, Inc. (the Petitioner) filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On July 5, 2016, the Acting Regional Director for Region 18 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees, the Regional Director recommended to the Board that the requested certification be issued.¹

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Law Enforcement Labor

¹ The record indicates that the Employer is a public sector employer, and that the State of Minnesota Bureau of Mediation Services issued a certification of exclusive representative establishing the Petitioner as the exclusive bargaining representative of the unit employees. The record also includes a copy of the parties' most recent Labor Agreement, effective by its terms from January 1, 2014 through December 31, 2015.

Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of Kanabec County in the following unit:²

All essential non-licensed employees of the Kanabec County Sheriff's Department, Mora, Minnesota, who are public employees within the meaning of Minn. Stat. Sec. 179A.03, subd. 14, excluding supervisory, confidential and licensed essential employees.

Dated, Washington, D.C., September 13, 2016.

By direction of the Board:

Gary Shinnors

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).